



THE RESERVE COMPONENT OFFICER PROMOTION PROCESS

**HOW A RESERVE COMPONENT (RC)
OFFICER GETS PROMOTED**

**(DOWNLOAD AND VIEW WITH SPEAKER
NOTES)**

**Updated JULY '04
OFFICE OF PROMOTIONS (RC)**



PURPOSE

- To provide RC commissioned officers and USAR warrant officers with information about the officer promotion process.
- To provide RC officers with information that will help them better manage:
 - Their careers.
 - Their subordinates' careers.



BOARD TIMELINE



C-90 through convene date:

Office of Promotions (RC) screens/reviews electronic board file.
Educationally qualified and non-educationally qualified scrub.
Board files continually updated as hardcopy documents that arrive are scanned.

=Board Convenes



C-205 days:

List of eligible officers sent to various commands for scrub

C- 60 days:
Exact board file can be viewed on-line.

C- 120 to C-90 days:
Electronic board file created.
Notification memo emailed to AKO.

C-210 days:
Officers to be considered identified.



ELECTRONIC BOARD FILE

■ PERFORMANCE DOCUMENTS:

■ EDUCATION & TRAINING DOCUMENTS:

■ COMMENDATORY DOCUMENTS:

■ DISCIPLINARY DOCUMENTS:

■ ENCLOSURES:



HOW CAN I HAVE THE BEST PROMOTION FILE POSSIBLE?



- Ensure highest civilian/military educational documents present.
 - Be educationally qualified! (refer to AR 135-155 and slide # 6).
- Ensure all OERs/AERs are present (OERs must be profiled).
- Submit a DA Photograph.
 - Does not need to be perfect.
 - Must be in Class A uniform.
 - No State/Territory NG awards. No IG, GS, Cavalry Branch.
- Send letter to Board President.
 - If important and NOT in file, address.
 - Address periods of inactivity.
 - Concise and not self-serving.
- Submit an ORB (AGR/JRR/IMA). DA Form 2-1 (TPU/NG); sign and date. BRB (NG Title 10 AGR).
OFFICE OF PROMOTIONS (RC)



APL EDUCATIONAL REQUIREMENTS



- Refer to:
 - AR 135-155, dated 24 OCT 01
 - Previous year's MOI
- **To CPT:**
 - Baccalaureate Degree (Need diploma and/or transcripts)
 - Any Officer Basic Course (OBC)
- **To MAJ:**
 - Any Officer Advance Course (OAC)
 - BSN for non-66F Army Nurses
- **To LTC:**
 - 50% CGSOC or equivalent
- **To COL:**
 - 100% CGSOC



ARMY RESERVE WARRANT OFFICER EDUCATIONAL REQUIREMENTS



- Refer to:
 - AR 135-155, dated 24 OCT 01
 - Previous year's MOI
- **To CW3:**
 - WO Officer Basic Course
- **To CW4:**
 - WOAC or SWOT(Senior Warrant Officer Training)
 - AMEDD OAC for 640A and 670A
 - If your WO AOC does not have an WOAC only WOBC is required.
- **To CW5:**
 - No requirement for selection, but is for promotion.



RC APL SELECTION BOARD PROMOTION ZONES



- **TO CPT:** NOV '04 BOARD DOR \leq 31 AUG 01
 NOV '05 BOARD DOR \leq 31 AUG 02
 NOV '06 BOARD DOR \leq 31 AUG 03

- **TO MAJ:** MAR '05 BOARD DOR \leq 31 AUG 99
 MAR '06 BOARD DOR \leq 31 AUG 00
 MAR '07 BOARD DOR \leq 31 AUG 01

- **TO LTC:** SEP '04 BOARD DOR \leq 31 MAR
 SEP '05 BOARD DOR \leq 31 MAR
 SEP '06 BOARD DOR \leq 31 MAR

- **TO COL:** JUL '05 BOARD DOR \leq 31 MAR
 JUL '06 BOARD DOR \leq 31 MAR

OFFICE OF PROMOTIONS (RC)



RC AMEDD SELECTION BOARD

PROMOTION ZONES



- TO CPT:

- JAN '05 BOARD
- JAN '06 BOARD
- JAN '07 BOARD

DOR \leq 31 AUG 01

DOR \leq 31 AUG 02

DOR \leq 31 AUG 03

- TO MAJ:

- JAN '05 BOARD
- JAN '06 BOARD
- JAN '09 BOARD

DOR \leq 31 AUG 99

DOR \leq 31 AUG 00

DOR \leq 31 AUG 01

- TO LTC:

- MAY '05 BOARD
- MAY '06 BOARD
- MAY '07 BOARD

DOR \leq 31 MAR 00

DOR \leq 31 MAR 01

DOR \leq 31 MAR 02

- TO COL:

- MAY '05 BOARD
- MAY '06 BOARD
- MAY '07 BOARD

DOR \leq 31 MAR 02

DOR \leq 31 MAR 03

DOR \leq 31 MAR 04



RC CHAPLAIN SELECTION BOARD

PROMOTION ZONES



- **TO CPT:**

- FEB '05 BOARD
- FEB '06 BOARD
- FEB '07 BOARD

DOR \leq 31 AUG 01

DOR \leq 31 AUG 02

DOR \leq 31 AUG 03

- **TO MAJ:**

- FEB '05 BOARD
- FEB '06 BOARD
- FEB '07 BOARD

DOR \leq 31 AUG 99

DOR \leq 31 AUG 00

DOR \leq 31 AUG 01

- **TO LTC:**

- OCT '04 BOARD
- OCT '05 BOARD
- OCT '06 BOARD

DOR \leq 31 MAR 99

DOR \leq 31 MAR 00

DOR \leq 31 MAR 01

- **TO COL:**

- OCT '04 BOARD
- OCT '05 BOARD
- OCT '06 BOARD

DOR \leq 31 MAR 01

DOR \leq 31 MAR 02

DOR \leq 31 MAR 03



ARMY RESERVE WARRANT OFFICER SELECTION BOARD PROMOTION ZONES



- **TO CW3:**

- APR '05 BOARD
- APR '06 BOARD
- APR '07 BOARD

DOR \leq 31 DEC 00
DOR \leq 31 DEC 01
DOR \leq 31 DEC 02

- **TO CW4:**

- APR '05 BOARD
- APR '06 BOARD
- APR '07 BOARD

DOR \leq 31 DEC 00
DOR \leq 31 DEC 01
DOR \leq 31 DEC 02

- **TO CW5:**

- APR '05 BOARD
- APR '06 BOARD
- APR '07 BOARD

DOR \leq 31 DEC 00
DOR \leq 31 DEC 01
DOR \leq 31 DEC 02



MYTHS vs REALITY



- **MYTH:** Knowing a board member helps.
REALITY: Diverse board membership (no two officers from same GO command or same NG State). Board members cannot discuss files amongst each other, separate votes.
- **MYTH:** Branch, Component, State, etc. matter.
REALITY: One selection objective for APL and CH boards. By competitive categories and sometimes AOC for AMEDD boards.
- **MYTH:** Equal opportunity.
REALITY: No special treatment/consideration.
- **MYTH:** Separate or “Secret” instructions exist.
REALITY: Board must follow the MOI signed by the Secretary of the Army. The MOI is released along with board results.
- **MYTH:** The board produces a final Order of Merit List.
REALITY: After the board recesses (departs) individuals considered are either “Recommend” or “Non-Recommend.” No distinction is made between recommended officers with the highest and lowest score.
- **MYTH:** The recommended list can be changed.
REALITY: Only the President of the United States can change the list.



METHODOLOGY



BOARD MEMBER COMPOSITION

- APL (Basic branches + JA); 13 members.
- AMEDD; 9 members.
- Chaplain: 7 members, 4 are Chaplains.
- Warrant Officer: 7 members, 4 are CW5, at least one AV.
- Mix of USAR/NG/AC officers.
- Mix of branches, gender, and ethnic groups.
- Each board member votes each file, all votes equal.



BEST QUALIFIED SCORING



SCORE

6+/-

TOP FEW - ABSOLUTELY MUST SELECT

5+/-

ABOVE CONTEMPORARIES - CLEARLY SELECT

4+/-

SOLID PERFORMER - DESERVES SELECTION

3+/-

FULLY QUALIFIED - SELECT UP TO SELECT OBJ

2+/-

NOT FULLY QUALIFIED - TOO MANY WEAKNESSES

1+/-

ABSOLUTELY NOT QUALIFIED

SC

SHOW CAUSE FOR INVOLUNTARY SEPARATION

WORD

PICTURE

TOP FEW

ABOVE CONTEMPORARIES

SOLID PERFORMER

FULLY QUALIFIED

NOT FULLY QUALIFIED

ABSOLUTELY NOT QUALIFIED

SHOW CAUSE FOR INVOLUNTARY SEPARATION



BOARD DECISION TOOLS



LETTER TO
BOARD
PRESIDENT
OTHER
AUTHORIZED
DOCUMENTS

PERFORMAN
CE
DOCUMENTS

BOARD MEMBERS'
EXPERIENCE AND
JUDGMENT

MOI

SCORING
CRITERIA

PHOT
O

ORB (AGR, IMA, IRR)
DA FORM 2-1 (TPU, NG)
BRB (NG TITLE 10)

COMMENDATORY DOCS
EDUCATION & TRG DOCS
DISCIPLINARY DOCS

BOARD MEMBER

VOTE

OFFICE OF PROMOTIONS (RC)



AFTER ALL FILES VOTED

- Board Recess
- Results sent to Deputy Chief of Staff, G1
- Assistant Secretary for Manpower and Reserve Affairs reviews
- Chief of Staff of the Army reviews
- Secretary of the Army reviews
- Secretary of the Defense reviews
- President of United States approves
 - COL list also requires Senate approval
- Returned to Office of Promotions (RC) for release
 - Usually takes about 120 days from recess



APL BOARD STATISTICS



• TO CPT:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2000	3907	2207	2300	2605			88%	(1639/1858)			
• 2001	3130	1503	3003	2111			81%	(1297/1609)			
• 2002	2295	1729	2703	1769			99%	(1272/1291)			
• 2003	1520	920	FQ		1089		86%	(839/975)			

• TO MAJ:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2000	6196	2089	2800	2665			89%	(1783/2013)			
• 2001	5532	1859	2850	2498			83%	(1616/1936)			
• 2002	6523	2033	3243	2884			77%	(1745/2262)			
• 2003	4814	2191	FQ	2720			85%	(1610/1891)			
• 2004	2964	1623	FQ	1955			90%	(1420/1586)			



APL BOARD STATISTICS



- **TO LTC:**

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2000	4235	1122	1605	2233			70%	(1006/1437)			
• 2001	3741	1172	2151	1803			80%	(949/1180)			
• 2002	3382	1293	1836	1605			93%	(1045/1119)			
• 2003	3338	1337	1914	1679			87%	(1187/1360)			

- **TO COL:**

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2000	3252	550	550	3066			26%	(302/1141)			
• 2001	2990	656	656	2818			38%	(356/935)			
• 2002	3326	759	759	3132			38%	(537/1416)			
• 2003	3047	529*	529*	2853			33%	(347/1059)			



AMEDD BOARD STATISTICS



• TO CPT: (2004 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• AN	357	323	FQ		328		99%	(285/286)			
• DE	6	1	FQ		1		0%	(0/0)			
• MS	207	187	FQ		193		99%	(168/170)			
• SP	98	71	71		90		85%	(67/79)			
• VC	10	10	FQ		10		100%	(10/10)			

• TO MAJ: (2004 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• AN	459	228	FQ		228		100%	(168/168)			
• DE	60	54	FQ		58		98%	(51/52)			
• MC	241	214	FQ		215		100%	(199/199)			
• MS	239	164	FQ		171		98%	(151/154)			
• SP	34	33	FQ		33		100%	(28/28)			
• VC	28	9	9		27		35%	(7/20)			



AMEDD BOARD STATISTICS



- TO LTC: (2003 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• AN	531	107	107	531			24% (77/315)
• DE	36	23	FQ	36			84% (21/25)
• MC	189	108	FQ	189			70% (91/130)
• MS	199	66	66	143			51% (65/128)
• SP	66	22	22	66			47% (17/36)
• VC	13	5	5	13			42% (5/12)

- TO COL: (2003 BOARD)

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• AN	535	42	42	534			20% (16/82)
• DE	109	23	23	108			48% (11/23)
• MC	304	62	62	298			40% (37/93)
• MS	372	29	29	359			18% (17/97)
• SP	68	8	8	68			45% (5/11)
• VC	25	1	1	25			20% (1/5)



CHAPLAIN BOARD STATISTICS



- TO CPT:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2002	32	15		FQ		17		85%	(11/13)		
• 2003	37	23		FQ		26		92%	(22/24)		

- TO MAJ:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2002	80	48		75		49		98%	(39/40)		
• 2003	45	28		FQ		30		93%	(25/27)		

- TO LTC:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2002	86	35		49		39		93%	(26/28)		
• 2003	93	44		49		46		97%	(37/38)		

- TO COL:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT</u>	<u>CONS</u>	<u>ED</u>	<u>Q</u>	<u>%</u>
• 2002	110	23		23		93		41%	(11/27)		
• 2003	98	19		19		84		35%	(11/31)		



ARMY RESERVE CHIEF WARRANT OFFICER



- TO CW3:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• 2002	440	288	FQ	440		440	75% (277/368)
• 2003	419	272	FQ	418		418	74% (251/339)
• 2004	336					245	

- TO CW4:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• 2002	358	103	FQ	153		153	74% (85/115)
• 2003	297	118	FQ	166		166	75% (92/123)
• 2004	258					156	

- TO CW5:

<u>YEAR</u>	<u>CONS</u>	<u>SELECT</u>	<u>SEL</u>	<u>OBJ</u>	<u>ED</u>	<u>Q</u>	<u>FT CONS ED Q %</u>
• 2002	290	51	51*	290		290	17% (30/178)
• 2003	218	17	23 *	218		218	13% (14/104)
• 2004	261					261	

* SEPARATE SELECT



HOW CAN LEADERS HELP ?



- Get their officers educationally qualified!
 - OERs
 - Timely
 - Consistent/clear message to Board Members
 - Spread the word:
**EDUCATION QUAL +
PARTICIPATION
= SUCCESS!**
- OFFICE OF PROMOTIONS (RC)**



USEFUL CONTACT INFORMATION

- <https://www.2xcitizen.usar.army.mil/2xhome.asp>
 - HR Command Website; view actual board file on-line about 60 days before board convenes.
- <https://www.2xcitizen.usar.army.mil/SOLDIERSERVICES/guidance/evaluationsBySsn.asp>
 - USAR evaluation processing status website
 - 1-800-648-5484
- https://www.us.army.mil/portal/portal_home.jhtml
 - To get an Army Knowledge On-line account.
- 1-877-215-9834
 - Promotion status; voice automated system (with options for direct contact)



USEFUL CONTACT INFORMATION

- **To have documents put on OMPF/PERMs mail to:**

Human Resources Command - STL
ATTN: AHRC-CIS-PV
1 Reserve Way
St. Louis, MO 63132-5200

- **To process USAR OER prior to board; submit certified true copy to:**

Human Resources Command - STL
ATTN: AHRC-PSV-EO
1 Reserve Way
St. Louis, MO 63132-5200

- **Documents not in on-line electronic file, mail to::**

President, 2005 LTC APL Selection Board (put in your board title)

ATTN: AHRC-MSL-P
1 Reserve Way
St. Louis, MO 63132-5200

- **Board Results:** OFFICE OF PROMOTIONS (RC)

<https://www.perscomonline.army.mil/select/promo.htm>



LAST SLIDE!



Questions
Comments
Concerns

OFFICE OF PROMOTIONS (RC)